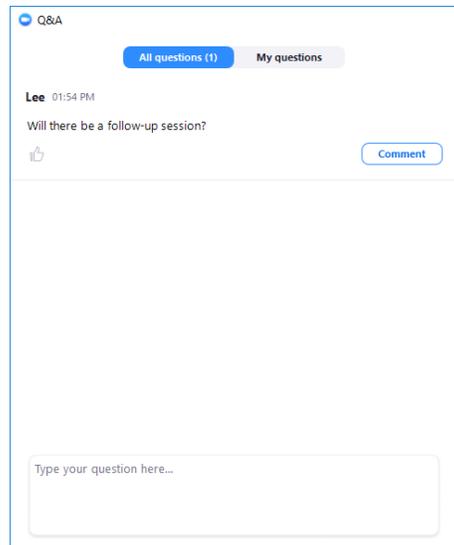


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U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
National Institutes of Health
National Institute of Neurological Disorders and Stroke

**SfN Global
Connectome Social:
NINDS OPEN
Conversations about
NIH Diversity
Supplements**



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Today's NINDS OPEN Guides



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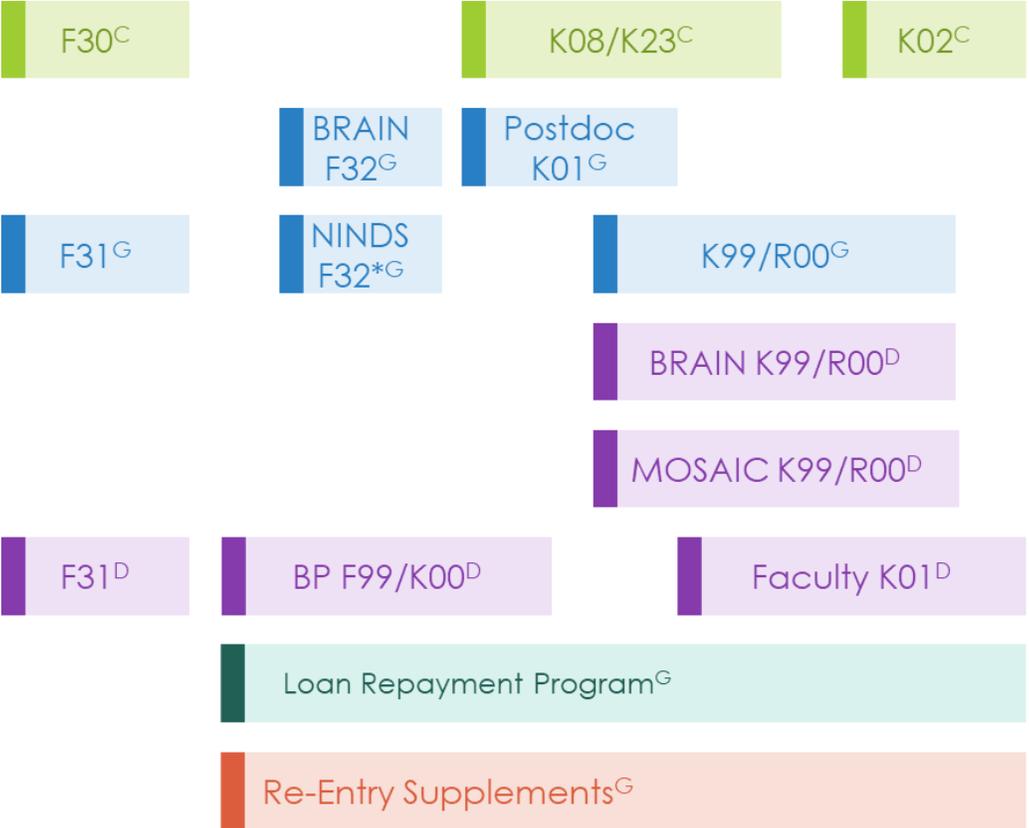
Goal of the office is to open access and open opportunities to increase neuroscience workforce diversity

The mission of OPEN is to represent NINDS at all levels of NIH in matters pertaining to NINDS workforce diversity and to develop and implement specific funding opportunities for training and career development programs to facilitate a diverse scientific workforce in the neurosciences.

NINDS Extramural Training and Career Development Programs

- C-Clinician-scientist
- G-General
- D-Diversity

*Eligibility measured from date joined lab



Diversity Research Supplements (AD/ADRD, BRAIN, SBIR/STTR, HEAL)^D



What is an Administrative Supplement?

- An administrative supplement is a noncompeting award that provides additional funding to a currently funded grant
- Administratively reviewed by the Institute or Center (IC) funding the original grant – no peer review
- Projects exist within scope of the parent grant
- All NIH ICs participate in the Diversity Supplement Program
 - **ICs have different deadlines and policies**

Supplements to Promote Diversity and Re-Entry

Research Supplements to Promote Diversity in Health-Related Research

Supplements to active NIH research grants to **support the training of underrepresented individuals and enhance the diversity of the research workforce**

- NIH Parent FOA (PA-21-071)
- Alzheimer's Disease and Alzheimer's Disease-Related Dementias (NOT-NS-20-089)
- HEAL (NOT-NS-20-023)
- BRAIN Initiative (NOT-MH-19-038)

Supplements to Promote Diversity in Research and Development Small Businesses

Supplements to active NIH SBIR/STTR grants to enhance the diversity of the research workforce and increase the participation of women and socially and economically disadvantaged individuals in small businesses (PA-18-837)

Research Supplements to Promote Re-Entry into Research Careers

Administrative supplements to currently active NIH research grants to support individuals with high potential to re-enter an active research career after an interruption (PA-18-592)

NINDS Views the Supplement as a Feeder Program and Bridge to Transition

- Administrative supplements to existing NIH research grants (R,P,U, etc.) - high school to faculty level
- By career stage: 51% of all diversity supplement awards are graduate students and 28% postdocs
- **Supplements provide salary and fringe benefits, funds for supplies and travel**
- Sets up mentoring relationships with individual development plans
- Typically, 2-3 years of funding to provide “bridge funds” while the supplementee gains the research experience, preliminary data, and other requirements to develop an application for more traditional NIH funding.
- Feeder program for our Diversity Fs, Ks and even Rs.....

Guidance for Junior Faculty Diversity Supplements

- Candidates with a history of previously funded R awards are not eligible for this supplement.
- **Short-term Investigator Research Supplement:** Examples of this may include diverse researchers at teaching-intensive schools who wish to pursue summer or another portion of the academic year research experiences in ongoing projects while further developing their own research potential, to enhance their research skills and establish an independent research career.
- **Long-term Investigator Research Supplement:** Candidates will be recently appointed (**within 24 months**) and the project will enhance his or her ability to compete for independent grant support. The applicant should provide clear justification for the need of the supplement and the barriers or feasibility issues that make submission of individual awards such as a K or R not a competitive strategy at the current time.

Application Components

- Research and career plan
- Mentoring experience of the PI
- Candidate statement
- Coursework and grades
- References/letters of support (optional)

Research and Career Plan

- Summary of the Funded Grant or Project
- Description of the Research Project for the Supplement Candidate
 - *Must be within the scope of the parent grant.*
 - How the mentored research experiences will expand the research capabilities of the candidate.
 - Stage-appropriate and will enhance the candidate's research potential and further their ability to pursue a research career.
- Career Development Plan
 - Structured, specific, and stage-appropriate details of mentor-candidate interactions and how progress will be monitored.
 - A projected timeline delineating research milestones and other activities to secure independent research funding (i.e., anticipated publications, grantsmanship workshops, grant submissions, future independent research support).
 - Details on how the PI will assist the candidate in achieving the objectives and goals described in their candidate statement.
 - Address unique challenges that this individual may encounter in gaining entry and progressing in the biomedical workforce.

Mentoring Experience of the PI

- PIs must describe their experience and track record as a mentor.
 - Provide evidence of mentoring experience and success, e.g., a list of past trainees and their current positions.
 - If a junior faculty member, it may be appropriate to include an experienced co-mentor in the development plan.
- If the PI has previously been awarded a research supplement(s), they must describe:
 - a) the outcome of the previous supplement(s) including the current status of the candidate(s) (i.e., title of current position and name of institution)
 - b) the outcomes of the prior development/mentorship plan
 - c) any unexpected positive or negative occurrences that affected specific aspects of the development/mentorship plan or success of the candidate(s)
 - d) how these prior experiences influenced the development/mentorship plan proposed for the current candidate(s).
- The role of other investigators who will contribute to the research mentoring should be described in the application and their biosketches must be included with the application.

Candidate Statement

- The personal statement in the candidate's biosketch must outline short- and long-term research objectives and career goals and describe how the planned activities are related to or will facilitate achievement of their career goals.
- Candidates are expected to submit career stage-appropriate grant applications during or at the end of the period of support and should include plans for the development and submission of such applications.
 - For example, if awarded a total of two years, one of the NINDS Special Terms and Conditions included on the Notice of Grant Award will state that the next budget period support for the supplementee is contingent upon the submission of a competitive NRSA F31 or an equivalent form of fellowship support before the next year funds will be released.

Coursework and Grades

For high school, undergraduate, post-baccalaureate, post-master's, medical or graduate students only:

- List by institution and year all undergraduate and graduate courses with grades in the biosketch [for more details, see instructions in the SF424 (R&R) Application Guide].

Supplement Review

- Scientific Research Component
 - Is there evidence that the activities of the candidate will be an integral part of the project and the proposed research has a relationship to the parent grant?
 - Is there evidence that the proposed experience is stage-appropriate and will enhance the candidate's research capabilities?
- Training/Career Goals
 - Are the qualifications of the candidate (including prior research training, research potential, relevant experience, and educational achievement) appropriate?
 - Does the candidate demonstrate a clear interest in neuroscience research and suitable career goals?
 - Is the career development plan structured, specific, and stage-appropriate for the candidate?
 - Are plans for transition to the next stage in the career path described?
- Mentoring
 - Are there details of the mentor-candidate interactions that go beyond simple laboratory assignments and supervision plans?
 - Does the mentor's research qualifications and track record of mentoring individuals at a similar stage is appropriate for the needs of the candidate?

Review and Award of Applications

Funding decisions are generally dependent on:

- The merit of the application and the proposed project activities (i.e., the career development/mentorship plan)
- The potential for continued research progress of the candidate
- The availability of funds

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Diversity
is not a
problem

It's the
solution.

**From Potential to Action:
NINDS Trainees Navigate Diverse
Paths to Success**



**NINDS, Office of Programs to
Enhance Workforce Diversity**

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